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File Personnel-17

MEMORANDUM FOR: Acting Deputy Director
for Administration

FROM : F. W. M. Janney
Director of Personnel

SUBJECT : Report of Voluntary Separations
GS-12 and Above Staff Employees
for the Period 1 April through
30 June 1977. (U)

1. (U) This memorandum is for your information only.

2. (U/AIUO) Following is a summary of the voluntary separations of 11 Staff Employees, GS-12 and above for the period 1 April through 30 June 1977. Exit interview reports are attached as is a statistical comparison from FY 74 to present.

DIRECTORATE	SPS	GS-18	GS-17	GS-16	GS-15	GS-14	GS-13	GS-12	TOTAL
DCI Area	---	---	---	---	---	---	---	---	0
DDA	---	---	---	1	---	---	---	---	1
DDI	---	---	---	---	1	---	2	1	4
DDO	---	---	---	---	---	---	1	1	2
DDS&T	---	---	---	---	---	1	1	2	4
TOTALS	0	0	0	1	1	1	4	4	11

(U/AIUO) Of the 11, 9 were male and 2 were female. Their Agency service ranged from 15 months to 20 plus years (average: 8 years) and ages from 33 to 43 (average: 36). These averages for the past 7 quarters are 8 and 38 respectively.

3. (U/AIUO) It is interesting to note that the number of transfers to other government agencies (1 of 11 representing 9%) has dropped considerably and is the lowest of the previous 7 quarters. At the same time, the number entering private industry (7 of 11 representing 63%) has increased considerably and is the highest of the previous 7 quarters. (These figures are almost the complete reverse of the first quarter of 1975). A review of the past 7 quarters shows a constant decline in the numbers joining other federal agencies -- from 72% in the

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first quarter of 1975; and a constant increase in the numbers entering private industry -- from 9% in the first quarter of 1975. There are possibly several factors at work here: a) the nation's economy has been improving during the past year or so; b) society's attitudes about older workers and mandatory retirement seems to be shifting; c) the competition for federal jobs is apparently fierce as a recent Civil Service Commission study indicates that there are 76 applicants for every federal job; and d) there appears to be a surplus of college graduates who have no specialization. Any combination of these could have the effect of providing more opportunities in the private sector for older workers with some experience, and of drawing the young college graduates without specialties to the relative security of the government -- the nation's largest employer.

4. (U/AIUO) Job-related factors continued to play a large part in the decision of those resigning during this period as 45% (5) of the 11 resignees cited lack of promotion or advancement opportunities, lack of recognition, and a desire for career change as reasons for resigning. Personal factors continue to run a close second with 36% (4) reporting feelings of uncertainty about the Agency and its future; the strain of travel on family life; and the change in the quality and validity of the Agency's work.

5. (U/AIUO) While most of the resignees had some critical comments to record, all but one indicated that they would not rule out considering reemployment with the Agency. The exception is a female Operations Officer with more than 20 years service who remembers the way it was when the Agency was smaller, less open, and less restricted, and who apparently has become disillusioned with the changes that have been taking place in recent years. Favorable comments include expressions of satisfaction with the work (described variously as "stimulating", "exciting", "good"); the professionalism of the Agency; and the loyal, dedicated, capable people who work here.

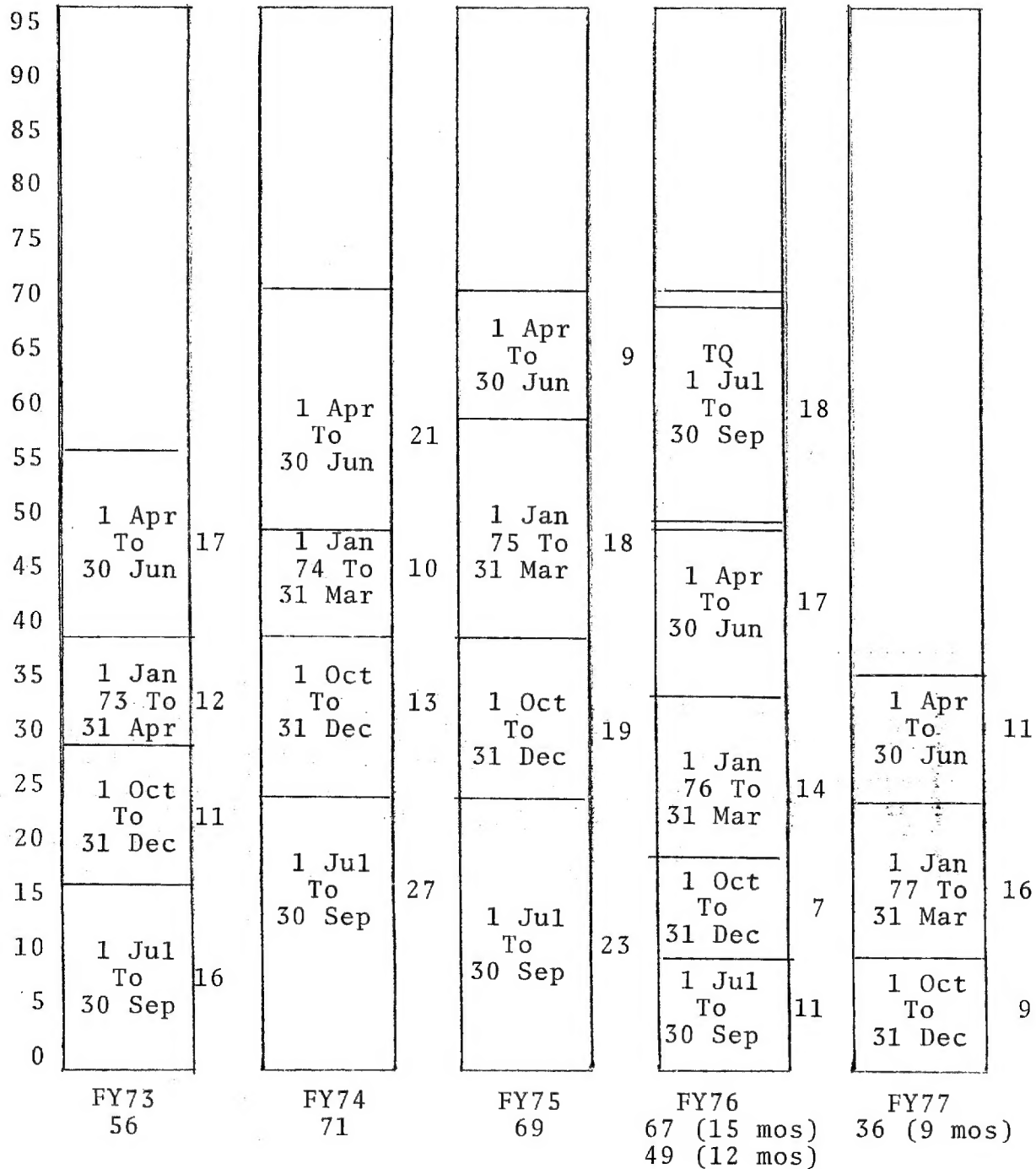
6. (U/AIUO) Following is a statistical breakdown of voluntary resignations of staff employees GS-12 and above.

	FY73	FY74	FY75	FY76	FY77
Apr-May-Jun	<u>17</u>	<u>21</u>	<u>9</u>	<u>17</u>	<u>11</u>
Annual	56	71	69	67 (15 mo) -	
				49 (12 mo)	

STATINTL

Attachments

VOLUNTARY SEPARATIONS
STAFF EMPLOYEES
GS-12 AND ABOVE



STATINTL

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